

## COMMUNITY SPOTLIGHT

### Mission-Minded Physician Recruitment Model

Location: Lakin, KS

Organization: Kearny County Hospital



To address the shortage of medical providers, **Kearny County Hospital** revised their physician recruitment plan in order to proactively start recruiting graduates from Via Christi's International Family Medicine Fellowship in nearby Wichita. Graduates from this program are a good fit for the hospital due to the increasingly diverse population they serve. The goal of this model is to draw physicians who are passionate about not only serving in rural areas, but who also seek to serve underserved communities abroad, which leads to higher retention, lower staff turnover, and consistently better healthcare provision to patients.

#### Strategies:

- Seek out "mission-minded" medical students and physicians
- Provide medical school loan forgiveness
- Allow paid time off to serve internationally as medical missionaries
- Created a network of 16 medical providers from surrounding towns to support doctors and other rural medical facilities
- Established mission-focused governance and leadership
- At least 1 mission-focused physician mentor

#### Successes:

Since adopting this new recruitment model, the hospital's medical staff has seen sustainable increases, leading to more accessible care for patients who, in the past, experienced long wait times to see a provider. The improved access to care has prompted significant increases in patient visits from surrounding counties. In the future, Kearny County Hospital is looking to create a team of social workers and nurse case managers to provide more holistic healthcare to rural residents.

CELEBRATING THE POWER OF RURAL!